

Benefits	Effective Date	Coverage/Benefit Summary	Eligibility	Contact Information
Family Medical Leave	First day of the month following 12 months of employment	Allows eligible employees to take job-protected time off of work for one or more of the following reasons: <ul style="list-style-type: none"> <li>The birth of a son or daughter and in order to care for such son or daughter.</li> <li>The placement of a son or daughter with you for adoption or foster care.</li> <li>To care for a spouse, son, daughter or parent ("covered relation") with a serious health condition.</li> <li>Because of your own serious health condition which renders you unable to perform the functions of your position.</li> </ul>	<ul style="list-style-type: none"> <li>Has worked for the company for 12 consecutive months</li> <li>Has worked a minimum of 1250 hrs in the last 12 months</li> <li>Is employed at a worksite that has 50 or more employees within a 75 mile radius</li> <li>Must receive approval from Department head and Human Resources</li> </ul>	Benefits Specialist [Redacted]
<u>Personal Leave</u>	First day of the month following 12 months of employment	If approved by the department head and Human Resources an employee may take up to 4 weeks (maximum) of unpaid leave time. The employee must exhaust all of their accrued PTO time (if applicable) before a personal leave will be approved. Under this plan, an employee may not take more than four weeks personal leave per calendar year.	<ul style="list-style-type: none"> <li>Has worked for the company for 12 consecutive months</li> <li>Must be in good standing</li> <li>Must receive approval from Department head and Human Resources</li> </ul>	Human Resources [Redacted] K
<u>Personal Time Off (PTO)</u>	First day of the month following 3 months of employment	<u>Paid Time Off policy allows fulltime employees to accrue days that they can use for any reason.</u> Up to 4 years – 1.50 day per month At 5 years – 1.92 day per month - <i>from 22 days</i>	First day of the month following 3 months of employment.	Your restaurant's Payroll Associate [Redacted] R
Short Term Disability	While employed	Any employee becoming disabled can apply for NYS Short Term Disability. If the employee qualifies the state will pay 66% of the employee's average weekly wages but no more than \$1000 a week. Disability is paid for a maximum of 26 weeks during 52 consecutive weeks and there is a 7-day waiting period.	All Employees who have worked for four consecutive weeks.	Benefits Specialist [Redacted]
Worker's Compensation	First day of Active Employment	Any employee injured in a work related accident, if approved by the carrier may receive up to 2/3rds of their weekly pay to a maximum of \$772.96 a week. There is a 7-day waiting period.	All employees	Human Resources [Redacted]
Crunch Gym	First day of the month following 3 months of employment	Company paid gym membership to any Crunch gym location. Employees must make 13 visits in a 90 day period to be eligible. Failure to do so will result in loss of membership.	All employees	Benefits Specialist [Redacted]